

WAOW Television, WYOW Television, WMOW Television
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Meteorologist/Multimedia Journalist	2, 5-7, 9-19, 23-42	42
Meteorologist/Multimedia Journalist	2, 5-7, 9-19, 23-42	14
Morning News Anchor	2, 5-7, 9-13, 15-19, 23-24, 26-42	42
News Producer	2, 5-7, 9-14, 16-19, 23-24, 26-41	14
Administrative and Human Resources Manager	1-2, 6-7, 9-13, 16-19, 23-24, 26-32, 34-41	1
Account Executive	2, 4-7, 9-13, 16-20, 23-24, 26-41	4
Anchor / Reporter	2, 6, 9-13, 16-19, 23-24, 26, 28-32, 34-42	42
Anchor / Reporter	2, 6, 9-13, 16-19, 23-24, 26, 28-32, 34-42	42
Director	2, 4-6, 9-13, 16-19, 21, 23-24, 26, 28-41	4
Director	2, 4-6, 9-13, 16-19, 21, 23-24, 26, 28-41	4
Director	2, 4-6, 9-13, 16-19, 21, 23-24, 26, 28-41	21
News Director	2, 5-13, 16-20, 23-24, 26-41	8
Assistant News Director	2-3, 5-7, 9-13, 16-20, 23-24, 26, 29-41	3
Morning Anchor/Multi Media Journalist	2, 5-7, 9-13, 16-20, 22-24, 26, 29-41	22
Sports Director	2-3, 5-7, 9-13, 16-20, 23-24, 26, 29-41	3
Content Manager	2, 5-13, 16-20, 23-24, 26, 29-41	8
News Producer	2, 5-13, 16-20, 23-24, 26, 29-41	8
Multi Media Journalist/Fill In Anchor	2, 5-7, 9-14, 16-20, 23-24, 26, 29-42	14
Multi Media Journalist/Fill In Anchor	2, 5-7, 9-14, 16-20, 23-24, 26, 29-42	42
Production Manager	2-3, 5-7, 9-13, 16-20, 23-24, 26, 29-41	3
Social Media and Content Manager	2-3, 5-7, 9-13, 16-19, 23-24, 26, 29-41	3

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Application already on file	N	1
2	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
3	Current Employee/Internal Promotion	N	4
4	Employee Referral	N	3
5	Handshake 600 4th Street #113 San Francisco, California 94107 Phone : 7158439236 Url : https://app.joinhandshake.com/ Kimmy Her Manual Posting	N	0
6	Illinois Media School 455 Eisenhower Ln South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Carl Jackson	N	0
7	Indeed 6433 Champion Grandview Way Austin, Texas 78750 Phone : 800-462-5842 Url : www.indeed.com Robert Faulkner Manual Posting	N	1
8	Internal Transfer/Promotion	N	3
9	KBJR 6 - Kayla Martin 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	N	0

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10	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0
11	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : (507) 535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
12	KVOA - Angela Betzhold P.O. Box 5188 Tucson , Arizona 85703 Phone : 520-884-4601 Email : abetzhold@kvoa.com Angela Betzhold	N	0
13	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
14	Linked In	N	10
15	Madison Media Institute 2702 Agriculture Drive Madison, Wisconsin 53718 Phone : 608-237-8312 Url : http://www.mediainstitute.edu/employers Email : Nbrost1@mediainstitute.edu Nathaniel Brost	N	0
16	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Url : www.medialine.com Email : medialine@medialine.com Mark Shillstone	N	0

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17	Missouri School of Journalism 215 A Reynolds Journalism Institute Columbia, Missouri 65211 Phone : 573-884-1909 Email : career@missouri.edu Laura Redfield-Jacobs	N	0
18	QHW - Christina Wilson 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3307 Email : cbwilson@qni.biz Christina Wilson	N	0
19	QMI- Lesley Van Ness 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	0
20	Rick Gevers & Associates 355 East Ohio Street #303 Indianapolis , Indiana 46204 Phone : 317-635-7912 Url : www.rickgevers.com Rick Gevers Manual Posting	N	0
21	Station Website	N	1
22	Station Website Posting (One or More SEU Stations)	N	1
23	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Mark Halloway Manual Posting	N	0
24	UW Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Url : career@uwsp.edu Email : Jim.Haney@uwsp.edu Jim Haney	N	0

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25	WAOW 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 7158439367 Email : kher@waow.com WAOW 9	N	0
26	WAOW Bulletin Board 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : www.waow.com Email : apaszkot@waow.com Aimee Paszkot	N	0
27	WAOW On Air Announcement 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 17158439236 Url : www.waow.com Email : apaszkot@waow.com Aimee Paszkot	N	0
28	WAOW Station Website 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 17158439236 Url : www.waow.com Email : apaszkot@waow.com Aimee Paszkot	N	0
29	WBA 44 E Mifflin St Ste 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : www.wi-broadcasters.org Michelle Vetterkind Manual Posting	N	0
30	WBNG - Kate Garger 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0

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31	WEEK - Teddi Stonesifer 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Url : www.week.com Email : tstonesifer@week.com Teddi Stonesifer	N	0
32	WGEM- Terri Stutheit 513 Hampshire St, PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
33	WI Technical College System 345 W Washington Ave Madison, Wisconsin 53705 Url : www.wisconsintechconnect.com Career Services Office Manual Posting	Y	0
34	Winona State University 110 Gildemeiste Hall Winona, Minnesota 55987 Phone : 507-457-5878 Email : career@winona.edu Career Services	N	0
35	WKOW- Bonnie Beer 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2767 Email : Bbeer@wkow.com Bonnie Beer	N	0
36	WPTA - Cindy Bennett 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cbennett@wpta21.com Cindy Bennett	N	0

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37	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : Twesseln@wrex.com Theresa Wesseln	N	0
38	WSIL - Bethany Tanner 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-956-9184 Email : btanner@wsilte.com Bethany Tanner	N	0
39	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0652 Email : Asluss@wvva.com Audrey Sluss	N	0
40	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
41	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 5078959872 Email : twopat@wxow.com Theresa Wopat	N	0
42	YouTube - Not Directly Contacted by SEU	N	7
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/7/2021	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. All employees are required to participate in sessions entitled "Sexual Harassment: A Commonsense Approach" and "Diversity and Inclusion: Creating an Inclusive Workplace." These courses require each employee to individually view an online presentation lasting approximately 20 minutes, followed by a 10 question quiz. The modules provide a different viewpoint depending on whether the individual is a manager or non-manager; in that way both managers and non-managers are provided training appropriate to their relative position.	52	AHRM General Manager News Director General Sales Manager	1.00
2	2/11/2021	Provision of training to management	Aimee Paszkot - Administration & HR Manager participated in virtual training through the Central Wisconsin SHRM. 2-11-21 "The Good , The Bad and The Ugly" - Employment Law Update 2021	1	HR Manager	1.00
3	3/1/2021	Participation in Job Fairs	Wisconsin Broadcasters Virtual Job Fair	1	HR Manager	0.25

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4	3/11/2021	Provision of training to management	Aimee Paszkot - Administration & HR Manager participated in virtual training through the Central Wisconsin SHRM. March 11th A How-To Framework For Employee Mental Health Check-Ins	1	HR Manager	1.00
5	3/23/2021	Provision of training to management	Aimee Paszkot - HR Manager participated in a Central Wisconsin SHRM Roundtable meeting	1	HR Manager	1.00
6	4/8/2021	Provision of training to management	Aimee Paszkot - Administration & HR Manager participated in virtual training through the Central Wisconsin SHRM. April 8th, 2021 The Evolving Workplace	1	HR Manager	1.00
7	6/14/2021	Establishment of an intern program designed to assist members of the community	WAOW offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of journalism, broadcasting, communication, and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital information. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of interns. Each Quintern is assigned a mentor and there is curriculum for each position. The station hosted one student internship during the summer of 2021.	1	Assistant News Director News Director Director	1.00
8	7/9/2021	Participation in Job Fairs	Wisconsin Broadcasters Virtual Job/Career Fair	1	HR Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						6.50